



### **Retirement Plans**

All full-time and part-time classified employees receive immediate membership in a retirement plan administered by the Virginia Retirement System (VRS). State employees contribute 5% of their salary toward their retirement plan, and the rest is paid for by the Commonwealth of Virginia. These plans provide employees and their families with financial stability as they approach their retirement years. There are two types of retirement plans available to newly-hired DJJ employees - the Virginia Law Officers Retirement System (VaLORS) plan and the VRS Hybrid Retirement Plan.

All newly hired Resident Specialist Trainees, Resident Specialists I and II, and Community Coordinators with the Department of Juvenile Justice become members of the [Virginia Law Officers Retirement System](#) on the first day of employment. Members of VaLORS become fully vested in the program after five years of employment, and can retire with full, unreduced benefits at age 50 with 25 years of service.

All new employees hired on or after January 1, 2014 in non-security positions become members of the [VRS Hybrid Retirement Plan](#) on the first day of employment. This plan offers the advantages of both a defined benefit plan and a defined contribution plan.